



Ranchi University

Ranchi

Policy for Incentives to Faculty
Members and Staff

1. Preamble:

Ranchi University acknowledges the significance of incentivizing Faculty Members and staff to promote excellence in teaching, research, and service. In recognition of the invaluable contributions made by the faculty and staff towards the academic, research, and administrative excellence of Ranchi University, it is imperative to establish a comprehensive policy framework that raises a culture of appreciation, motivation, and recognition. The pursuit of excellence in higher education requires a supportive environment where innovation, dedication, and exceptional performance are celebrated and rewarded.

This Policy for Incentives at Ranchi University is crafted with the objective of promoting a conducive atmosphere that inspires continuous improvement, encourages scholarly activities, and acknowledges outstanding achievements across all domains of academic and professional engagement. By instituting a transparent and equitable system of incentives, Ranchi University aims to attract and retain exceptional talent, nurture a vibrant intellectual community, and elevate its standing as a centre of academic distinction and societal impact.

Guided by the principles of fairness, accountability, and integrity, this policy endeavours to establish clear criteria, processes, and mechanisms for the identification, evaluation, and dissemination of incentives. It is envisaged that through the implementation of this policy, Ranchi University will not only recognize individual excellence but also adoptive collective advancement, thereby enriching the overall educational experience and contributing meaningfully to the advancement of knowledge, scholarship, and service to society.

This preamble serves as a testament to Ranchi University's unwavering commitment to nurturing a culture of excellence, innovation, and inclusivity, wherein the contributions of every member of the academic community are valued, acknowledged, and celebrated for the betterment of the institution and society at large.

2. Scope:

The Policy for Incentives at Ranchi University applies to all Faculty Members, researchers, and staff employed by the University, irrespective of their academic discipline, department, or administrative role. The scope of this policy encompasses all aspects of academic and professional engagement, including teaching, research, administrative responsibilities, and community service.

This policy is designed to provide a framework for the recognition and rewarding of exceptional performance and contributions that significantly enhance the academic, research, and administrative activities of Ranchi University. It applies to all forms of incentives, including but not limited to financial rewards, honorary titles, commendations, and other forms of recognition.

The scope of this policy extends to the establishment of clear criteria, processes, and mechanisms for the evaluation, selection, and disbursement of incentives. It encompasses the identification of eligible candidates, the assessment of performance based on predefined criteria, and the equitable distribution of incentives in accordance with institutional priorities and available resources.

Furthermore, this policy governs the periodic review, revision, and interpretation of incentive provisions to ensure alignment with evolving institutional objectives, regulatory requirements, and best practices in higher education. It also encompasses the dissemination of information regarding incentive opportunities, eligibility criteria, and application procedures to all stakeholders within the University community.

3. Objectives:

The objectives of the incentive policy at Ranchi University are as follows:

- 3.1 To recognize and reward outstanding performance in teaching, research, and service.
- 3.2 To encourage continuous professional development and innovation among Faculty Members and staff.
- 3.3 To enhance the overall academic and research culture at the University.
- 3.4 To attract and retain talented individuals within the academic community.

4. Eligibility:

All Faculty Members, researchers, and staff employed by Ranchi University are eligible for incentives under this policy, subject to meeting the specified criteria and performance standards.

5. Categories of Incentives:

The incentives provided by Ranchi University shall be categorized as follows:

- 5.1 **Teaching Excellence:** Recognition and rewards for exceptional teaching performance, innovative teaching methodologies, and student feedback.
- 5.2 **Research Productivity:** Incentives for high-quality research publications, grants secured, patents filed, and research projects undertaken.
- 5.3 **Administrative and Professional Service:** Acknowledgment and rewards for outstanding contributions in administrative roles, professional services, and community engagement initiatives.
- 5.4 **Other Special Recognition:** Additional incentives may be provided for extraordinary achievements and contributions beyond the aforementioned categories, as deemed appropriate by the University authorities.

6. Criteria and Evaluation:

The criteria for evaluating performance and determining eligibility for incentives shall be based on quantitative and qualitative measures, including but not limited to:

- a. Teaching effectiveness and student feedback.
- b. Research publications, citations, and impact factors.
- c. Grants obtained, patents filed, and research projects completed.
- d. Administrative responsibilities and leadership roles.
- e. Professional service to the University, academic community, and society at large.

7. Administration and Disbursement:

The administration of incentives, including the assessment of eligibility and disbursement of rewards, shall be overseen by a designated committee constituted by Ranchi University. The committee shall ensure transparency, fairness, and adherence to UGC guidelines throughout the process.

8. Review and Revision:

This policy shall be subject to periodic review and revision as necessary to align with evolving institutional priorities, UGC regulations, and best practices in higher education.

9. Disclaimer:

The provisions outlined in this policy are subject to modification by the competent authorities of Ranchi University and in accordance with prevailing UGC regulations.

This policy is effective from the date of approval by the competent authorities of Ranchi University.

10. Incentives & Other Benefits for Faculty Members

The governing bodies of Ranchi University, Ranchi, are introduce a policy aimed at incentivizing Faculty Members to actively engage in research and development, secure funding, provide consultancy services, and stay updated with the latest knowledge.

Category 1: Funded R&D Projects from the Government / Industry

- Twenty percent (20%) of the project value as matching grant for a single member team.
- Fifteen percent (15%) of the project value as matching grant for a team of two or more members (variable %, as per the involvement).
- Principal and co-investigators from outside the University will not be eligible for the incentive.

Category 2: Consultancy / Testing Projects from the Government / Industry / NGO (Non Governmental Organization)

- Forty percent (40%) of the surplus revenue after deducting all the expenses.
- It will be shared by the team members, as per their contribution.

Category 3: Organizing funded Seminars / Conferences / Workshops / other

- I. Five percent (5%) of the receipt value for a single team member
- II. Eight (8%) of the receipt value for a team of two or more members (variable %, as per the involvement)

Category 4: Research publications, Book publications and Patents

1. Research Papers published in high quality journals (with first or corresponding author) with Impact Factor 5 (Scopus/Web of Science/UGC Care List) and above - Rs. 10,000/- cash incentive and appreciation certificate
2. Academic Book (Editing/Authoring) with quality publisher- Rs. 5,000/-
3. Patent- All expenses
4. Published chapters/article or monographs must have “Ranchi University, Ranchi” as the affiliation name.
5. The author needs to claim the incentive only after the volume number, issue number, and page number or DOI (Digital object identifier) have been assigned to the research paper by the journal.
6. Authors must also be aware of the Ranchi University ethical policy for students and Faculty Members on academic dishonesty and plagiarism

Category 5: Membership in professional societies:

1. The University promotes the participation of its Faculty Members in national or state scientific academies, professional organizations, or certifying bodies. Each faculty member may request reimbursement for the fee paid for successful Life Membership in such entities once every three years. The fees for membership will be determined by a committee constituted by the Vice-Chancellor.
2. The Member Secretary for these endeavours will be the Head/Director of the Institution. They will propose cases from their department, convene meetings of the nominated members designated by the Vice-Chancellor, and submit recommendations through the appropriate departmental channels to the Dean of Research & Development for final approval by the Vice-Chancellor. Once reimbursement is received, the faculty member is ineligible to apply for fee reimbursement for the subsequent three years. Nonetheless, Faculty Members are free to apply independently to any number of bodies.

3. Faculties who get inducted as Fellows of various National or State Science/recognised Academies will be given a cash incentive of Rs. 5000/- and an appreciation certificate.

Category 6: Attending Seminars/ Conferences/ Workshops:

1. Registration fee will be reimbursed by the University (If the seminar/conference/workshop is sponsored by the Indian ministry or done in association with renowned non-profit societies; in case of foreign event, the reimbursement of the registration fee shall be decided by the committee constituted by the Vice-Chancellor).
2. On-duty will be extended including a day prior and a day after the program, if it outside Jharkhand / India.
3. It can be availed twice in a year.

Category 7: Travel Support Scheme

The University will entertain proposals under the Travel Support Scheme to offer financial assistance to Faculty Members engaged in research activities, enabling them to present their research papers at international conferences, seminars, symposia, or workshops held either domestically or internationally. The scheme will reimburse up to 50% to 100% of the actual return train fare or economy/excursion class airfare from the nearest airport to the event venue, as recommended by a committee established by the Vice Chancellor for this purpose. All terms and conditions will adhere to the policy documents. Faculty Members are also encouraged to seek partial or full funding from external sources. In such instances, the University will reimburse the remaining travel expenses incurred by the faculty.

Note: The event should be of National/International nature sponsored by foreign governments, international organizations or institutions under the aegis of multilateral, regional or bilateral arrangements (for International events). In the National seminar conference workshop it should be sponsored by the Govt. of India or done in association with renowned non-profit societies.

Category 8: Study Online Course in Advanced Domain Area

- Examination fee will be paid fully. when elite grade (70% and above) is obtained.
- Fifty percent (50%) of Examination fee will be paid. if the Examination is cleared.
- It can be availed once in a year.
